

# Your additional SEBB benefits

## A preview of your benefits beyond medical, dental and vision



### Life and AD&D insurance

Life insurance pays your chosen beneficiaries in the event of your death. Accidental death and dismemberment (AD&D) insurance provides extra money for certain injuries or death resulting from a covered accident.

#### Basic life and AD&D

If you are eligible for SEBB Program benefits, you will be enrolled in basic (employer-paid) life and AD&D insurance through Metropolitan Life Insurance Company, at no cost to you. Enrollment is automatic, even if you waive medical coverage.

Basic life and AD&D coverage includes:

- Basic life insurance with a \$35,000 benefit
- Basic AD&D insurance with a \$5,000 benefit

No evidence of insurability (doctor's exam or survey) required for the basic benefit.

#### Supplemental life and AD&D

If you want more coverage, you can buy supplemental life and AD&D insurance for yourself, your spouse or state-registered domestic partner, and your children. You must purchase supplemental life insurance for yourself to enroll your eligible dependents. A guaranteed issue amount of \$500,000 for you and \$100,000 for your spouse or state-registered domestic partner are available. You may need to provide evidence of insurability if you apply for more than the guaranteed issue amount.

### Long-term disability insurance

Long-term disability (LTD) insurance helps protect you from the financial risk of lost

earnings due to serious injury or illness. LTD coverage pays a percentage of your monthly earnings if you become disabled.



#### Basic LTD

The SEBB Program provides basic LTD insurance through The Standard Insurance Company at no cost to eligible employees. Enrollment is automatic even if you waive medical coverage.



Basic LTD coverage includes:

- Maximum monthly benefit of \$400
- The SEB Board expects to revisit this benefit before the first open enrollment in 2019.
- No exams or evidence of insurability required for the basic benefit

#### Supplemental LTD

If you want more coverage, you can buy supplemental (employee-paid) LTD insurance for yourself. You will need to provide evidence of insurability, if you do not enroll during the initial enrollment for this benefit.

Supplemental LTD coverage has a maximum monthly benefit of \$10,000.

You will receive detailed enrollment instructions before the first annual open enrollment period, October 1 through November 15, 2019 for a coverage start date of January 1, 2020.

## Medical Flexible Spending Arrangement (FSA)

A Medical Flexible Spending Arrangement (FSA) lets you set aside pretax money from your paycheck to pay for qualified out-of-pocket health care costs. You can use your funds to pay health care expenses for you, your spouse, or your qualified tax dependents, even if they are not enrolled on your SEBB medical, dental, or vision plans. The SEBB Program contracts with Navia Benefit Solutions to offer this benefit.

- You cannot enroll in both a Medical FSA and a high-deductible health plan with a health savings account (HSA).
- You can start submitting reimbursement claims for eligible expenses on the first day of your plan year, January 1. The full amount you plan to contribute to your Medical FSA is available on the first day of the plan year.
- Medical FSA funds do not roll over year to year, and they will not transfer if you take a job that does not receive SEBB Program benefits.

## Dependent Care Assistance Program (DCAP)

The Dependent Care Assistance Program (DCAP) lets you set aside pretax money from your paycheck to pay qualifying child care or elder care expenses. The SEBB Program contracts with Navia Benefit Solutions to offer this benefit.

A qualifying dependent must be either:

- Age 12 or younger, and live with you
- Age 13 or older, physically or mentally incapable of self-care, and regularly spend at

least eight hours each day in your household.

You can start submitting reimbursement claims for eligible expenses on the first day of your plan year. However, you can only be reimbursed up to the amount you have in your DCAP account.

## Health plans with health savings accounts (HSAs)

An HSA is a tax-free account you can use to pay for IRS-qualified, out-of-pocket health care costs like deductibles, copays, and coinsurance — including some services that your health plans may not cover.

- HSAs are only available to employees enrolled in a high-deductible health plan (HDHP). When you enroll in an HDHP, you automatically are enrolled in an HSA.
- Your employer also contributes money to your HSA.
- You can deduct any amount you contribute from your taxable income, giving you a tax savings.
- You can spend HSA funds on qualified expenses for your spouse or other tax dependents, even if they aren't covered under your medical, dental, and vision plans.

The SEBB Program offers HDHPs with HSAs through Providence and Uniform Medical Plan. The HSA trustee is HealthEquity, Inc.